

## Code of Practice for working with Young People

Children and young people are able to play tennis because of the thousands of adults, both paid and unpaid, who provide opportunities for them to do so. All of these adults have special responsibilities to the children they work with. This code of conduct should be adopted or used by any tennis organisation, as it provides clear guidance on the types of practice that will meet these responsibilities. Good conduct not only prevents incidents and allegations, but also helps to highlight any conduct (by other people) that is unsafe or unprofessional. Those working with children in tennis should:

1. Be professional and maintain the highest standards of personal behaviour at all times.
2. Recognise the trust placed in adults by children and the power held over children by adults. Treat this trust and his power with the highest responsibility.
3. Try to work in an open and accountable manner at all times; be wary of working alone and unobserved.
4. Expect others to work in an open and accountable manner. Question and criticise the practice of others if necessary.
5. Be mindful of the need to provide safe environments for all children, regardless of age, gender, disability, race, religion, ethnicity, social status or sexuality. Remember that some children are particularly vulnerable because of their identity and will find it hard to ask for help or voice concerns.
6. Not be under the influence of drink, drugs or any illegal substance.
7. Use appropriate and respectful forms of discipline and communication. Physical aggression, intimidation, verbal abuse and persistent shouting are not acceptable and any form of assault (e.g. hitting, kicking, pinching, slapping), should be regarded as a serious incident.
8. Use appropriate language. Don't swear, and never make sexual or suggestive comments to a child.
9. Not appear to favour one child or show interest in one child more than another.
10. Not discriminate against a child because of their age, gender, disability, culture, language, racial origin, religious belief or sexual identity.
11. Ensure that young people of all abilities and backgrounds are included throughout the tennis programme. Where required coaches should adopt inclusive coaching methods, Consultation and dialogue with the player(s) or their guardian/carer where required will support this process.
12. Use physical contact with players only where necessary e.g. for the purposes of coaching or first aid, then explain to the child what the contact is for, and change your approach if he or she appears uncomfortable.
13. Design and use training methods and training programmes that are appropriate to the individual child.
14. Be aware of situations that could be misunderstood or manipulated by other adults.
15. Be vigilant and aware of how actions can be misinterpreted by children.
  - a) Actions made with good intentions can seem intrusive or intimidating to some children.
  - b) Adults should be aware of the impact of their actions.

**If a concern about a child's welfare comes to your attention:**

16. Take seriously any suspicion or allegation of abuse, or any disclosure of concern made by a child or adult:
  - a) record information, including relevant details
  - b) record opinions or feelings as such; do not record them as facts
  - c) do not question or interview the people involved in the incident of concern
17. Report any concerns within the area of Child Protection (physical, emotional or sexual abuse, neglect or bullying), in confidence and without delay, to your CPO or LTA CPO. If CPOs cannot be contacted and there appears to be an immediate risk, contact the police or your local social services.
18. Never discuss an allegation or suspicion with another person, (other than the police or social services), before receiving advice from our Welfare Officer, County or LTA Child Protection Officer.

Remember that it is the responsibility of all adults to safeguard children in sport. By recognising, following and discussing the principles behind this code, you are helping to make bad practice and abuse unwelcome in tennis.

If you have any concerns, or wish to report anything, you can call the British Tennis Services team on: 020 8487 7000 (Monday to Friday 9am to 5pm) or email the Safe and Inclusive Tennis team: [safeandinclusive@lta.org.uk](mailto:safeandinclusive@lta.org.uk). If you wish to speak to someone outside of office hours, you can call the NSPCC on 0808 800 5000 or if someone is in immediate danger, call the police (999).

**Document last reviewed/updated**

<u>By</u>	<u>When</u>
Company Secretary	24/06/2022

